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This table shows the sabbatical leave policy of each of 21 junior colleges in Washington State (1967-68). The factors considered in establishing a policy are: (1) the years of service before qualification, (2) the purpose of the leave (study, travel, or research), (3) amount of advance notice required before taking leave, (4) the limit on the number of staff members on leave at one time, (5) the range of sabbatic pay, (6) agreement between instructor and college on how long the teacher must remain after return from leave and whether he retains tenure, status, seniority, and other privileges, and (7) the length of time for which leave is permitted. It is felt the table can be a guide for other community colleges engaged in establishing their own policies. (HH)

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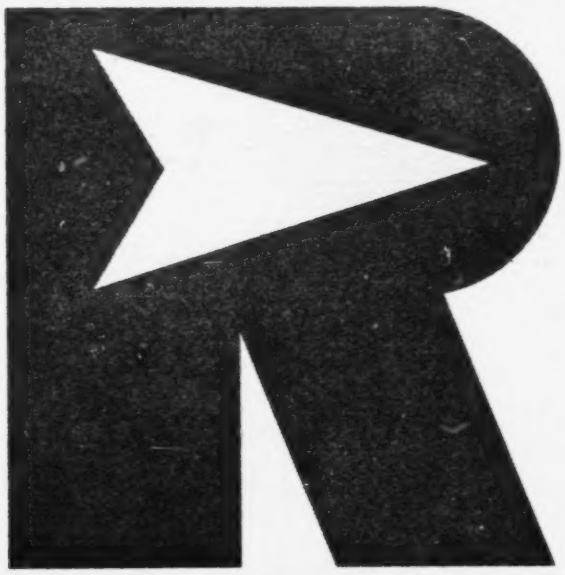

# *First Annual Community College Sabbatical Leave Survey*

1967-68

PREPARED BY RESEARCH DEPARTMENT ▪ WASHINGTON EDUCATION ASSOCIATION
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JC 680 441

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LOS ANGELES

OCT 14 1968

CLEARINGHOUSE FOR
JUNIOR COLLEGE
INFORMATION

HIGHLIGHTS OF SABBATICAL LEAVE PROVISIONS OF

| COLLEGE | YEARS OF SERVICE TO QUALIFY | PURPOSE | | | WRITTEN REQUEST DEADLINE | STAFF LIMIT | STIPEND Minimum |
|---|---|---|---|---|---|---|---|
| | | Study | Travel | Research | | | |
| Bellevue | 7 | x | x | x | February 15 | 1% | |
| Big Bend | 1 | Sickness or immediate professional growth | | | January 15 | 5% | 9% of salary |
| Centralia | No policy | | | | | | |
| Clark | 6-7 | x | | x | General Announcement | 3% | ½ annual salary |
| Columbia Basin | 7 | x | | x | April 1 | 1% | ½ annual base sal |
| Edmonds-Everett | 7 | x | x | x | March 1 | 3% | ½ annual or $5,00 ever is |
| Fort Steilacoom | No policy | | | | | | |
| Grays Harbor | 2 | x | x | x | February 15 | 6% | 2/3 of salary |
| Green River | 2 | x | x | x | January 1 | 6% | 12.5% of salary f each 3 q |
| Highline | 2 | x | x | x | Two quarters in advance | 2% | 2/3 of salary |
| Lower Columbia | 5 | x | x | x | A reasonable time | Not specified | |

VE PROVISIONS OF COMMUNITY COLLEGES (1967-68)

| F T | STIPEND (Per Year) Minimum | Maximum | AGREEMENTS Teacher Agrees | College Agrees | DURATION OF LEAVE |
|---|---|---|---|---|---|
| | | ½ annual salary | Return for one year | Maintain instructor's seniority, retirement and other rights | One year |
| | 9% of salary | 54% of salary | Unspecified | Pay leave stipend | One year |
| | | | | | |
| | ½ annual salary | $5,000 | Return for period equal to leave | To give assignments to the division and discipline of the instructor's competence | One year |
| | ½ annual base salary | | Return for one year | To provide the same or comparable position | One year |
| | ½ annual salary or $5,000, whichever is lower | | Return for two years and to post a bond or sign a loan agreement | To reinstate faculty member to old position or equivalent | One qtr. to one year |
| | | | | | |
| | 2/3 of salary | | Return for one year | To provide same job position | One qtr. to one year |
| | 12.5% of salary for each 3 qtrs. | 75% of salary | Return for one year | To reemploy as though the sabbatical year was a teaching year | One qtr. to one year |
| | 2/3 of salary | | Return for two qtrs. for each qtr. of leave | To pay stipend and provide leave | One qtr. to one year |
| cified | | $6,500 | Return for one year | To pay leave and reemploy with no loss of salary status | One year |

HIGHLIGHTS OF SABBATICAL LEAVE PROVISIONS O

| COLLEGE | YEARS OF SERVICE TO QUALIFY | PURPOSE Study | Travel | Research | WRITTEN REQUEST DEADLINE | STAFF LIMIT | STIPEN Minimum |
|---|---|---|---|---|---|---|---|
| Olympic | 7 | x | x | x | Prior to contract renewal | two members | ½ salar $6,000 |
| Peninsula | 5-7 | x | | x | November 1 | Not specified | 50% of annual salary |
| Seattle | 7 | x | x | x | April 1 | 1% | ½ annua salary |
| Shoreline | 1 | x | x | x | February 1 | Not specified | 10% of annual salary |
| Skagit Valley | 5 | x | x | x | June 1 | 2% | 3/4 of annual ary |
| Spokane | 7 | x | x | x | March 1 | Not specified | ½ annua salary |
| Tacoma | 7 | x | x | x | March 18 | Not specified | ½ annua salary |
| Walla Walla | No policy | | | | | | |
| Wenatchee | No policy | | | | | | |
| Yakima Valley | 6 | x | x | x | March 1 | 2% | ½ base annual salary |

ROVISIONS OF COMMUNITY COLLEGES (1967-68)

| | STIPEND (Per Year) | | AGREEMENTS | | DURATION |
|---|---|---|---|---|---|
| | Minimum | Maximum | Teacher Agrees | College Agrees | OF LEAVE |
| rs | ½ salary or max. of $6,000 | | Repay if does not return | To permit return on next salary step plus credit if applicable | One year |
| fied | 50% of annual salary | 60% of annual salary | Return for one year | To allow instructor to maintain position on salary schedule | One year or less |
| | ½ annual salary | | Return for one year and write a report | To reemploy with all rights and privileges | 1-3 qtrs. |
| fied | 10% of annual salary | 60% of annual salary | Return for one year and write a report | To pay stipend and to maintain tenure and salary placement | 1-3 qtrs. |
| | 3/4 of base annual salary | | Return for two years | Pay stipend and count leave as service | 1-3 qtrs. |
| fied | ½ annual salary | | Return for one year and post surety bond | To reinstate in an equivalent position | 1-3 qtrs. |
| fied | ½ annual salary | ½ max. 5 years and BA sched. | No gainful employment Return for one year | Not to impair applicant's tenure or status | One semester or one year |
| | | | | | |
| | | | | | |
| | ½ base annual salary | | Return for one year | To provide a position when leave is over | 1-3 qtrs. |

## ACKNOWLEDGMENT

The Research Department of the Washington Education Association is pleased to publish the First Annual Community College Sabbatical Leave Survey.

It has become evident that the compilation of information of this nature is essential in helping to provide programs of professional growth for community college faculties and administrative staffs.

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